EQUALITY AND DIVERSITY POLICY

1. Statement of Intent

Friends of Cardiff Reservoirs Charitable Incorporated Organisation (CIO) is committed to ensuring equal opportunities and diversity. The CIO aims to:

- avoid direct or indirect discrimination to participation, on the grounds of protected characteristics as identified in the Equality Act 2010
- widen access to and diversity of participation

2. Objectives

The CIO will endeavour to ensure that meetings, events and opportunities are available to all sections of the community and will seek to respond to particular needs of any individuals or groups who would otherwise be excluded.

3. Implementation

The CIO will endeavour to:

♦ make representations aimed at ensuring that the site is accessible to those with disabilities;
♦ run the committee and other meetings in an inclusive way;
♦ provide information and publicity for events in multiple formats;
♦ work with community partners to diversify access to the reservoir site and associated activities.

4. Monitoring and Reviewing

The Trustees will review the content and appropriateness of the policy at least every 3 years.

5. Complaint procedure

The first line of complaint will normally be an informal chat with the Secretary. If necessary, unresolved concerns can be directed to any Trustee, either orally or in writing. The Trustees will consider such concerns, and resolutions will be communicated back to the claimant in writing (and other appropriate format if appropriate).

Approved by CIO Trustees: October 2026
Next review: October 2029